

CECAD workshops for PhD's and Postdocs

CECAD has requested an overview of trainings/workshops in the broad area of cultural differences, diversity and inclusivity. Below you can find a proposal of topics that can be covered in either half-day or full-day programs. If you wish to combine certain topics in an other configuration than proposed, than this can often be arranged.

All below proposed workshops can be offered as half-day and full-day workshops. In half-day workshops, there is little time for developing competences and fully process the learning topics.

All workshops are interactive and include short -tests, multimedia examples, and short exercises.

In full-day workshops there will be more comprehensive exercises, for example group work based on relevant cases where the target competences will be practiced in a realistic setting. This leads to an increased ability to apply the competences in day-to-day interaction.

Please note:

These workshops approach diversity and inclusivity from the broadest possible viewpoint. All subgroups have their own norms & values (culture). This includes subgroups based on nationality; ethnicity; gender; age; educational level & type; hierarchical level; gender expression; language skill;... etc. Basically, any group you can identify. If you'd like a specific subgroup to be recognized specifically, for example ethnicity, dealing with racism and discrimination or gender (glass ceiling and/or sexual harassment) we will adapt the workshop accordingly.

Dialogue as a tool for achieving better collaborations

Description: In today's globalized world, everybody has interactions with people from different background than their own. If you work together with people from a different background there is a big chance that you'll have miscommunications. In order to use these miscommunications as opportunities to improve your collaboration, you need dialoguing skills. A dialogue is based on understanding the other party, and understanding underlying values for statements and actions. From respect and understanding, misaligned interests can be solved in a sustainable way. Innovation, richer quality decisions and better long-term cooperation are the result of dialoguing.

In this workshop you will develop your dialoguing skills.

Course topics:

- Why coaching, feedback and collaborations improve with dialogue
- Dialogue versus discussion
- Curiosity; Listening skills; Respect: Asking dialoguing questions

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- Dialoguing skills; Leading a dialogue between coworkers

Knowledge & Skill areas: Personal leadership; Dialoguing

Being a valued colleague in a diverse team

Description: Being part of a diverse team means that you can contribute in a unique way to the success of that team. However, that does require that you can identify those qualities that can help your team function optimally. Especially if your style of working; thinking; decision-making; collaboration – or one of a hundred other qualities is not the style of the majority, your contribution can easily be missed due to the natural process of socialization. In this workshop we will explore your unique qualities, and how these can contribute to the success of the team. We are also going to discuss how you can minimize stereotyping, prejudices and discrimination.

Course topics:

- Your Personal Profile (requires taking the Culturetest before the course) and how it compares to the rest of the team
- The uses and dangers of stereotyping, prejudices and discrimination
- Stereotyping vs Valuing cultural differences
- Five steps to actively manage diversity in your work place

Knowledge & Skill areas: PersonalDevelopment; Personal Leadership skills

Helicopter perspective as an essential tool for respectful collaboration

Description: Collaborating with people from other background requires not only that you can adequately communicate how you can contribute to the team, but you also need to possess the skill to have an overview of an issue, place it within its context and understand each of the participant's position, also relative to each other. To effectively work with people from other backgrounds you need to know your own norms and value system, and also have understanding and respect that other (groups of) people have made different choices, and lastly you need to find a solution that works for everybody

Course topics:

- Know your own norms and value system before (dis-)agreeing with somebody else's (Personal Profile through Culturetest)
- Some of the most common basic values/ points of view that create differences in the work place.

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- Learn to shift between your own perspective, your conversation's partners perspective & have a helicopter perspective on both positions.
- Lead a (mediation) conversation between colleagues using the curious, non-judgemental Socratic method.

Knowledge & Skill areas: Mediation skills; Socratic method.

True inclusivity in the workplace

Description: Being an inclusive person means so much more than accepting differences between people. 'Only' accepting differences means that you can ignore what this person can bring to your work group and perhaps maintaining ethnocentricity. This workshop helps you explore your current position on the road to inclusivity and helps you take the next step towards true inclusivity. Discover how much you can learn from working with people that are different than you.

Course topics:

Inclusivity means valuing differences

What are exclusion mechanisms and how can you avoid them?

Understanding and managing socialization processes

Contributing actively to an inclusive work place

Knowledge & Skill areas: Inclusivity

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